

Apprenticeships in Maryland:

Discover the Possibilities



STATE OF MARYLAND

DLLR

DEPARTMENT OF LABOR, LICENSING AND REGULATION



CHANGING
Maryland
for the Better

Apprenticeship: The Basics



What is Apprenticeship?

Official Definition

Apprenticeship is an earn-and-learn strategy combining on-the-job training with related (classroom) instruction, blending the practical and theoretical aspects of training for highly-skilled occupations.

Apprenticeship programs are sponsored voluntarily by a wide range of organizations, including individual employers, employer associations, joint labor-management organizations, and other workforce intermediaries.



What is Apprenticeship?

What does that mean?

The apprentice works full-time and receives training from the sponsoring organization.

Apprentices are hired at a percentage of a journeyworker's salary and as the apprentice completes training and demonstrates skills mastery, the percentage of a journeyworker's wage received increases.



Did You Know?

200,000 Employers and Labor Management Organizations Participate in Registered Apprenticeship.

500,000+ Registered Apprenticeships Nationwide in More than 1,000 Occupations.

\$50,000 Average Starting Salary of Apprentices Per Year While Earning a Credential Equivalent to a 2 or 4 Year College Degree.

\$300,000 Amount Workers Who Complete Registered Apprenticeship Programs Earn More Over a Lifetime Than Peers.

\$1.47 per \$1.00 For Every \$1 Spent on Registered Apprenticeship, Employers Get an Average of \$1.47 Back in Increased Productivity.

Section II

Creating an Apprenticeship



What is Apprenticeable?

The position must meet the training criteria below. The occupation can be in a traditional or non-traditional occupation.

Think Outside of the Box!

There's a 1st Time for Everything!

► **On-the-Job Training (OJT) must:**

- Consist of at least 2,000 hours per year of the apprenticeship.
- Take place at the work site under the direction of a highly skilled journeyworker(s).

► **Related Instruction (RI) must:**

- Have at least 144 hours of related instruction per year of the apprenticeship.



Types of Apprenticeships

The necessary requirements noted on prior slide related to the term of apprenticeship may be measured by any of the following approaches.

► **Time-Based Approach:**

- A method that measures skill acquisition through the individual apprentice's completion of at least 2,000 hours of on-the-job learning as described in a work process schedule.

► **Competency-Based Approach:**

- A method to measure skill acquisition through the individual apprentice's successful demonstration of acquired skills and knowledge, as verified by the program sponsor.

► **Hybrid Approach:**

- A method to measure an individual apprentice's skill acquisition through a combination of a specified minimum number of hours of on-the-job learning and the successful demonstration of competency as described in a work process schedule.



Registered Apprenticeships

1. Employer Involvement

Programs *start* with employer needs

Employers are the foundation for the program

2. Structured and Supervised On-the-Job Training (OJT)

Provided by sponsor/employer

Competencies are attained through a minimum of 2,000 hours of On-the-Job Training

3. Related Instruction (RI)

The classroom training or associated curriculum (144 hours per year)



4. Rewards for Skill Gains

Progressive wage increases as apprentice increases proficiency

5. National Occupational Credential

RA Completion Certificate is a recognized post-secondary credential under WIOA

Stackable and portable

The TEAM



- **Program Sponsor**
 - ▶ Responsible for administering the program (they do the paperwork and data entry)
 - ▶ Can be the employer or another entity or intermediary such as a community college
- **Employer(s)**
 - ▶ Can be a group of employers
 - ▶ Foundation and driver of the program
 - ▶ Provider of OJT
 - ▶ Often the program sponsor
- **Provider of RI**
 - ▶ Can be the employer, community college, joint apprenticeship training committee, or other entity

Maryland Apprenticeship and Training Council (MATC)

1. Review and recommend action related to apprenticeship programs
2. Make recommendations regarding the formulation and adoption of standards for registered apprenticeship programs
3. Make recommendations regarding the formulation and adoption of apprenticeship policies
4. Make recommendations regarding the registration of apprenticeship agreements
5. Advise DLLR staff as to the apprenticeability of occupations in Maryland
6. Make recommendations regarding the formulation and adoption of standards of apprenticeship that safeguard the welfare of all apprentices

Council Member Representation

The council is a twelve (12) member council consisting of

1. **Five (5)** represent employee organizations (one of which shall be an employee)
2. **Five (5)** represent employers
3. **Two (2)** are appointed from the general public.

Three (3) additional members serve on the Council in a non-voting, consultant capacity.

The Council meets six times per year.

Flexible

Apprenticeships are Diverse...

Maryland boasts over 240 registered occupations and over 9,000 Registered Apprentices as of Summer 2017.



Apprenticeships are Diverse...

Howard County is supporting and innovating registered occupations and Registered Apprentices.



Pathways to Success Electrical Pre-Apprenticeship Program

UMBC
Training Centers

Certified Cyber Analyst / Operators



Various Traditional Construction Trades



Industrial Maintenance Mechanic

Benefits of Apprenticeship



Apprenticeship Benefits

- ★ Customized training
- ★ Increased knowledge
- ★ Enhanced employee retention
- ★ A safer workplace
- ★ A stable and reliable pipeline
- ★ A systematic approach to training

Apprenticeships Build Highly-Skilled and Loyal Employees!

7 out of 10 respondents in a 2015 survey said job-related training & development opportunities **directly influence in their decision to stay with a company.**



(CED Magazine)

Apprenticeship Benefits

Positive Outcomes in each of the workforce system's performance measures:

- ★ **Employment:** Registered Apprenticeship is a job. All apprentices enter employment when they begin an apprenticeship program.
- ★ **Retention:** Registered Apprenticeship programs have high retention rates; 91% of apprentices retain employment after the program ends.
- ★ **Earnings:** The average starting wage for apprentices is \$15.00 an hour, with wage increases as apprentices advance in skills and knowledge.
- ★ **Credential Attainment:** All apprenticeship completers earn a national, industry-recognized credential.



40% of employees who receive poor job training leave their positions within the first year. *(Sylvia Woolf, Clear Company, 2014)*

COST OF REPLACING EMPLOYEES

(ERE Media, April 2015)



- Replacing ENTRY LEVEL employees costs **30-50%** of their annual salary
- Replacing MID-LEVEL employees costs **150%** of their annual salary
- Replacing HIGH-LEVEL or highly specialized employees costs **400%** of their annual salary

78% of the surveyed said they would remain longer with their employer if they saw a career path with the current organization *(Mercer, August 2015)*

Apprenticeship Tax Credit

Effective as of July 1, 2017 there is an income tax credit for individuals or Maryland businesses that employ Registered Apprentices. Special considerations are as follows.

- ▶ The tax credit is available starting in the 2017 taxable year.
- ▶ The Apprentice must be employed for at least seven months during a taxable year.
- ▶ The apprentice must be in a program registered with the Maryland Apprenticeship and Training Council (MATC).
- ▶ This tax credit is for up to \$1,000 per apprentice for the first year of their employment. Administered through DLLR, the taxpayer must provide proof of eligibility to accompany their tax returns.
- ▶ DLLR may approve tax credits of up to \$500,000 annually statewide.





DOL.GOV/Apprenticeship: Tools & Resources



Quick-Start Toolkit

5 Step Format to take you from “exploring” to “launching” a Registered Apprenticeship Program.

http://www.doleta.gov/oa/employers/apprenticeship_toolkit.pdf

Federal Resources Playbook for Registered Apprenticeship

Guide to resources from the Departments of Labor, Education, Veterans Affairs, Agriculture, Transportation, and Housing and Urban Development to support Registered Apprenticeship

<http://www.doleta.gov/oa/federalresources/playbook.pdf>



DOL Registration Site

An electronic apprenticeship standards builder that allows potential new sponsors to build and register their program online.

<http://www.doleta.gov/oa/registration/>

Pre-Apprenticeship information

https://wdr.doleta.gov/directives/attach/TEN/TEN_13-12.pdf

[https://doleta.gov/oa/preapp/pdf/Pre Apprenticeship GuideforWomen.pdf](https://doleta.gov/oa/preapp/pdf/Pre_Apprenticeship_GuideforWomen.pdf)



RACC Site

Find information on becoming a RACC member and a database of college members and sponsors.

<https://www.doleta.gov/oa/racc.cfm>





Youth Apprenticeships

Information, resources and instructions for participation.

<http://dllr.maryland.gov/aboutdllr/youthappr.shtml>



Maryland Business Works (MBW)

Training funds can be used to upgrade the skills of current employees while also creating opportunities for new hires in in-demand occupations and skills.

<http://dllr.maryland.gov/employment/mbw.shtml>



Maryland Apprenticeship and Training Program (MATP)

General information, resources and instructions for participation in a registered apprenticeship:

<http://www.dllr.maryland.gov/employment/appr/>

Regulations and Guidance:

<http://www.dllr.maryland.gov/employment/appr/>

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Thank You!

